

Exhibit A

IN THE UNITED STATES DISTRICT COURT
FOR THE SOUTHERN DISTRICT OF TEXAS
HOUSTON DIVISION

PAUL JOHNSON, on Behalf of Himself and	§	
on Behalf of Others Similarly Situated,	§	
	§	
Plaintiff,	§	CIVIL ACTION NO. 4:18-cv-04476
	§	
v.	§	
	§	JURY TRIAL DEMANDED
NATION WASTE, INC.	§	
	§	
Defendant.	§	COLLECTIVE ACTION
	§	PURSUANT TO 29 U.S.C. § 216(b)

DECLARATION OF JAVIER MALDONADO

I, Javier Maldonado, declare as follows:

1. My name is Javier Maldonado. I am over the age of 21 and competent to make this declaration. I have personal knowledge that the information stated herein is true and correct.

2. I am employed by Nation Waste, Inc. ("NWI") as Chief Operations Officer. I have held this position with NWI for approximately 11 years.

3. In my position, I have personal knowledge regarding NWI's general business operations and NWI's pay practices and corporate policies and procedures, including those related to wage and hour issues and time-keeping, as well as the circumstances surrounding Paul Johnson's employment, termination, and schedule.

4. NWI provides comprehensive waste collection and disposal services in the Houston area, including front-load dumpsters, roll-off containers, trash compactors, portable restrooms, hand-washing stations, and holding tanks.

5. NWI currently employs approximately 5 Roll-Off Drivers.

6. Paul Johnson was employed as a Roll-Off Driver from June 11, 2018 until he resigned his employment on September 12, 2018.

7. Paul Johnson was also previously employed by NWI from January 14, 2015 to August 15, 2015 as a Roll-Off Driver.

8. Paul Johnson was paid on an hourly basis and received overtime compensation at a rate of one and one-half times his regular rate for all reported hours worked between June 11, 2018, and September 12, 2018, excluding the thirty minute lunch break. *Id.*

9. NWI re-hired Paul Johnson on or around September 17, 2018, to work as a Front Load Driver until he resigned his employment approximately four days later (on September 21, 2018).

10. Paul Johnson did not work overtime hours during this five day period he was employed as a Front Load Driver.

11. True and correct copies of Plaintiff's Time Card Detail for the June 11, 2018 through September 21, 2018 time period are attached to this declaration as Exhibit 1.

12. NWI does not have (nor has it ever had) a "Waste Disposal Driver" position nor has Paul Johnson ever worked for NWI as a "Waste Disposal Driver."

13. NWI employees, including Paul Johnson, are required to clock-in immediately upon entering the NWI facility and clock-out at the end of their work day upon leaving the facility.

14. NWI's practice is to notify employees at the time of hire of NWI's policy of automatically deducting from these hours thirty minute lunch breaks.

15. Paul Johnson was instructed to take a thirty minute lunch break each day.

16. Paul Johnson received instructions explaining when his lunch break should be taken, a document that he signed upon hire.

17. A true and correct copy of Paul Johnson's signed acknowledgment is attached to this declaration as Exhibit 2.

18. As a Roll-Off Driver, Paul Johnson was responsible for completing approximately 3 and 6 loads per day and reporting to the dispatcher before each load.

19. If a particular employee worked through his or her lunch or did not take a lunch on a particular day, the employee was expected to report that information to the dispatcher.

20. It was NWI's practice to not to take the thirty minute lunch break deduction where an employee reported working through his or lunch break or did not otherwise take a lunch break on a particular day.

21. In the instances where it was discovered or brought to NWI's attention that Paul Johnson had experienced an error in his pay, NWI promptly paid him for the requested time.

22. A true and correct copy of email communications discussing these corrections to Paul Johnson's pay are attached to this declaration as Exhibit 3.

23. Paul Johnson was disciplined several times during his short employment for failing to clock-in and/or out on at least 6 occasions.

24. A true and correct copy of the write-up pertaining to such incidents and discipline are attached to this declaration as Exhibit 4.

25. Paul Johnson and all other NWI hourly employees were required to clocked-in as they entered the facility and clocked out as they left the facility, and all of the NWI vehicles were kept inside the facility approximately 40 feet from the entrance of the facility.

26. I am a records custodian for NWI. The documents attached to this declaration as Exhibits 1 - 4 were made at or near the time of the occurrence of the matters set forth by, or from information transmitted by, a person with knowledge of those matters; were kept in the course of the regularly conducted activity; and were made by the regularly conducted activity as a regular practice.

Pursuant to 28 U.S.C. § 1746, I declare under penalty of perjury that the foregoing is true and correct.

Executed on February 8, 2019.

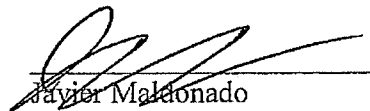

Javier Maldonado

Exhibit 1

Time Card Detail

Date range: Jun 11, 2018 - Jun 12, 2018

Date	In	Terminal	Out	Terminal	Pay Code	Hours	Schedule	Total
Employee #: 140		Badge #: 140			Paul Johnson		Hours : 20:15	
Jun 11, 2018		Mon					Hours : 09:15	
	06:00 AM*	.168.18	03:45 PM	Untitl			Unscheduled	
					REG	09:15		
Jun 11, 2018					TOTAL : REG	: 09:15		
Jun 12, 2018		Tue					Hours : 11:00	
	06:00 AM*	168.250	05:30 PM*	168.250			Unscheduled	
					REG	11:00		
Jun 12, 2018					TOTAL : REG	: 11:00		
Emp #: 140		Paul Johnson			TOTAL : REG	: 20:15		

Time Card Detail

Date range: Jun 13, 2018 - Jun 19, 2018

Date	In	Terminal	Out	Terminal	Pay Code	Hours	Schedule	Total
Employee #: 140	Badge #: 140				Paul Johnson		Hours : 52:54	
Jun 13, 2018	Wed						Hours : 12:30	
	06:00 AM*	.168.20	07:00 PM*	.168.20			Unscheduled	
					REG	12:30		
Jun 13, 2018			TOTAL :	REG	:	12:30		
Jun 14, 2018	Thu						Hours : 08:35	
	06:00 AM*	.168.20	03:05 PM*	.168.20			Unscheduled	
					REG	08:35		
Jun 14, 2018			TOTAL :	REG	:	08:35		
Jun 15, 2018	Fri						Hours : 07:50	
	06:00 AM*	.168.20	02:20 PM	Untill			Unscheduled	
					REG	07:50		
Jun 15, 2018			TOTAL :	REG	:	07:50		
Jun 16, 2018	Sat						Hours : 05:39	
	05:56 AM	Untill	11:35 AM	Untill			Unscheduled	
					REG	05:39		
Jun 16, 2018			TOTAL :	REG	:	05:39		
Jun 18, 2018	Mon						Hours : 08:00	
	06:00 AM*	.168.20	02:30 PM*	.168.20			Unscheduled	
					REG	05:26		
					OT	02:34		
Jun 18, 2018			TOTAL :	REG	:	05:26		
				OT	:	02:34		
Jun 19, 2018	Tue						Hours : 10:20	
	06:00 AM*	.168.20	04:50 PM*	.168.20			Unscheduled	
					OT	10:20		
Jun 19, 2018			TOTAL :	OT	:	10:20		
Emp #: 140	Paul Johnson		TOTAL :	REG	:	40:00		
				OT	:	12:54		

Time Card Detail

Date range: Jun 20, 2018 - Jun 26, 2018

Date	In	Terminal	Out	Terminal	Pay Code	Hours	Schedule	Total
Employee #: 140		Badge #: 140			Paul Johnson		Hours : 39:35	
Jun 20, 2018		Wed					Hours : 09:15	
	06:00 AM*	.168.20	03:45 PM*	.168.20			Unscheduled	
					REG	09:15		
Jun 20, 2018					TOTAL : REG	: 09:15		
Jun 21, 2018		Thu					Hours : 09:30	
	06:00 AM*	.168.20	04:00 PM*	.168.20			Unscheduled	
					REG	09:30		
Jun 21, 2018					TOTAL : REG	: 09:30		
Jun 22, 2018		Fri					Hours : 09:45	
	06:00 AM*	.168.20	04:15 PM*	.168.20			Unscheduled	
					REG	09:45		
Jun 22, 2018					TOTAL : REG	: 09:45		
Jun 23, 2018		Sat					Hours : 03:15	
	08:15 AM*	.168.20	11:30 AM*	.168.20			Unscheduled	
					REG	03:15		
Jun 23, 2018					TOTAL : REG	: 03:15		
Jun 25, 2018		Mon					Hours : 07:50	
	06:50 AM*	.168.20	03:10 PM*	.168.20			Unscheduled	
					REG	07:50		
Jun 25, 2018					TOTAL : REG	: 07:50		
Emp #: 140		Paul Johnson			TOTAL : REG	: 39:35		

Time Card Detail

Date range: Jun 27, 2018 - Jul 3, 2018

Date	In	Terminal	Out	Terminal	Pay Code	Hours	Schedule	Total
Employee #: 140		Badge #: 140			Paul Johnson		Hours : 37:05	
Jun 29, 2018		Fri					Hours : 10:24	
	06:00 AM*	.168.33	04:54 PM	Untill			Unscheduled	
					REG	10:24		
Jun 29, 2018					TOTAL : REG	: 10:24		
Jun 30, 2018		Sat					Hours : 05:15	
	05:59 AM	Untill	11:14 AM	Untill			Unscheduled	
					REG	05:15		
Jun 30, 2018					TOTAL : REG	: 05:15		
Jul 2, 2018		Mon					Hours : 10:07	
	06:09 AM	Untill	04:46 PM	Untill			Unscheduled	
					REG	10:07		
Jul 2, 2018					TOTAL : REG	: 10:07		
Jul 3, 2018		Tue					Hours : 11:19	
	05:59 AM	Untill	05:48 PM	Untill			Unscheduled	
					REG	11:19		
Jul 3, 2018					TOTAL : REG	: 11:19		
Emp #: 140		Paul Johnson			TOTAL : REG	: 37:05		

Time Card Detail

Date range: Jul 4, 2018 - Jul 10, 2018

Date	In	Terminal	Out	Terminal	Pay Code	Hours	Schedule	Total
Employee #: 140	Badge #: 140				Paul Johnson		Hours : 41:17	
Jul 5, 2018	Thu						Hours : 09:03	
	06:25 AM	Untill	03:58 PM	Untill			Unscheduled	
					REG	09:03		
Jul 5, 2018					TOTAL : REG : 09:03			
Jul 6, 2018	Fri						Hours : 09:04	
	06:10 AM	Untill	03:44 PM	Untill			Unscheduled	
					REG	09:04		
Jul 6, 2018					TOTAL : REG : 09:04			
Jul 7, 2018	Sat						Hours : 05:24	
	06:19 AM	Untill	11:43 AM	Untill			Unscheduled	
					REG	05:24		
Jul 7, 2018					TOTAL : REG : 05:24			
Jul 9, 2018	Mon						Hours : 07:54	
	05:55 AM	Untill	02:19 PM	Untill			Unscheduled	
					REG	07:54		
Jul 9, 2018					TOTAL : REG : 07:54			
Jul 10, 2018	Tue						Hours : 09:52	
	05:54 AM	Untill	04:16 PM	Untill			Unscheduled	
					REG	08:35		
					OT	01:17		
Jul 10, 2018					TOTAL : REG : 08:35			
					OT : 01:17			
Emp #: 140	Paul Johnson				TOTAL : REG : 40:00			
					OT : 01:17			

Time Card Detail

Date range: Jul 11, 2018 - Jul 17, 2018

Date	In	Terminal	Out	Terminal	Pay Code	Hours	Schedule	Total
Employee #: 140	Badge #: 140				Paul Johnson		Hours : 50:07	
Jul 11, 2018	Wed						Hours : 09:55	
	05:57 AM	Untitl	04:22 PM	Untitl			Unscheduled	
					REG	09:55		
Jul 11, 2018					TOTAL : REG	: 09:55		
Jul 12, 2018	Thu						Hours : 07:32	
	05:58 AM	Untitl	02:00 PM	Untitl			Unscheduled	
					REG	07:32		
Jul 12, 2018					TOTAL : REG	: 07:32		
Jul 13, 2018	Fri						Hours : 09:47	
	05:49 AM	Untitl	04:06 PM	Untitl			Unscheduled	
					REG	09:47		
Jul 13, 2018					TOTAL : REG	: 09:47		
Jul 14, 2018	Sat						Hours : 04:17	
	05:57 AM	Untitl	10:14 AM	Untitl			Unscheduled	
					REG	04:17		
Jul 14, 2018					TOTAL : REG	: 04:17		
Jul 16, 2018	Mon						Hours : 08:12	
	05:55 AM	Untitl	02:37 PM	Untitl			Unscheduled	
					REG	08:12		
Jul 16, 2018					TOTAL : REG	: 08:12		
Jul 17, 2018	Tue						Hours : 10:24	
	05:56 AM	Untitl	04:50 PM	Untitl			Unscheduled	
					REG	00:17		
					OT	10:07		
Jul 17, 2018					TOTAL : REG	: 00:17		
					OT	: 10:07		
Emp #: 140	Paul Johnson				TOTAL : REG	: 40:00		
					OT	: 10:07		

Time Card Detail

Date range: Jul 18, 2018 - Jul 24, 2018

Date	In	Terminal	Out	Terminal	Pay Code	Hours	Schedule	Total
Employee #: 140	Badge #: 140				Paul Johnson		Hours : 54:02	
Jul 18, 2018	Wed						Hours : 10:01	
	05:43 AM	Untill	04:14 PM	Untill			Unscheduled	
					REG	10:01		
Jul 18, 2018					TOTAL : REG	: 10:01		
Jul 19, 2018	Thu						Hours : 09:11	
	05:58 AM	Untill	03:39 PM	Untill			Unscheduled	
					REG	09:11		
Jul 19, 2018					TOTAL : REG	: 09:11		
Jul 20, 2018	Fri						Hours : 10:12	
	05:31 AM	Untill	04:13 PM	Untill			Unscheduled	
					REG	10:12		
Jul 20, 2018					TOTAL : REG	: 10:12		
Jul 21, 2018	Sat						Hours : 05:51	
	06:40 AM	Untill	12:31 PM	Untill			Unscheduled	
					REG	05:51		
Jul 21, 2018					TOTAL : REG	: 05:51		
Jul 23, 2018	Mon						Hours : 09:12	
	05:57 AM	Untill	03:39 PM	Untill			Unscheduled	
					REG	04:45		
					OT	04:27		
Jul 23, 2018					TOTAL : REG	: 04:45		
					OT	: 04:27		
Jul 24, 2018	Tue						Hours : 09:35	
	05:47 AM	Untill	03:52 PM	Untill			Unscheduled	
					OT	09:35		
Jul 24, 2018					TOTAL : OT	: 09:35		
Emp #: 140	Paul Johnson				TOTAL : REG	: 40:00		
					OT	: 14:02		

Time Card Detail

Date range: Jul 25, 2018 - Jul 31, 2018

Date	In	Terminal	Out	Terminal	Pay Code	Hours	Schedule	Total
Employee #: 140	Badge #: 140				Paul Johnson		Hours : 49:22	
Jul 25, 2018	Wed						Hours : 10:36	
	05:44 AM	Untitl	04:50 PM	Untitl			Unscheduled	
					REG	10:36		
Jul 25, 2018					TOTAL : REG	: 10:36		
Jul 26, 2018	Thu						Hours : 10:21	
	05:52 AM	Untitl	04:43 PM	Untitl			Unscheduled	
					REG	10:21		
Jul 26, 2018					TOTAL : REG	: 10:21		
Jul 27, 2018	Fri						Hours : 09:06	
	05:41 AM	Untitl	03:17 PM	Untitl			Unscheduled	
					REG	09:06		
Jul 27, 2018					TOTAL : REG	: 09:06		
Jul 30, 2018	Mon						Hours : 09:32	
	05:29 AM	Untitl	03:31 PM	Untitl			Unscheduled	
					REG	09:32		
Jul 30, 2018					TOTAL : REG	: 09:32		
Jul 31, 2018	Tue						Hours : 09:47	
	05:28 AM	Untitl	03:45 PM	Untitl			Unscheduled	
					REG	00:25		
					OT	09:22		
Jul 31, 2018					TOTAL : REG	: 00:25		
					OT	: 09:22		
Emp #: 140	Paul Johnson				TOTAL : REG	: 40:00		
					OT	: 09:22		

Time Card Detail

Date range: Aug 1, 2018 - Aug 7, 2018

Date	In	Terminal	Out	Terminal	Pay Code	Hours	Schedule	Total
Employee #: 140	Badge #: 140				Paul Johnson		Hours : 61:31	
Aug 1, 2018	Wed						Hours : 11:10	
	05:26 AM	Untill	05:06 PM	Untill			Unscheduled	
					REG	11:10		
Aug 1, 2018					TOTAL : REG	: 11:10		
Aug 2, 2018	Thu						Hours : 12:07	
	05:27 AM	Untill	06:04 PM	Untill			Unscheduled	
					REG	12:07		
Aug 2, 2018					TOTAL : REG	: 12:07		
Aug 3, 2018	Fri						Hours : 11:54	
	05:01 AM	Untill	05:25 PM	Untill			Unscheduled	
					REG	11:54		
Aug 3, 2018					TOTAL : REG	: 11:54		
Aug 4, 2018	Sat						Hours : 07:12	
	05:29 AM	Untill	01:11 PM	Untill			Unscheduled	
					REG	04:49		
					OT	02:23		
Aug 4, 2018					TOTAL : REG	: 04:49		
					OT	: 02:23		
Aug 6, 2018	Mon						Hours : 10:06	
	05:01 AM	Untill	03:37 PM	Untill			Unscheduled	
					OT	10:06		
Aug 6, 2018					TOTAL : OT	: 10:06		
Aug 7, 2018	Tue						Hours : 09:02	
	07:00 AM	Untill	04:32 PM	Untill			Unscheduled	
					OT	09:02		
Aug 7, 2018					TOTAL : OT	: 09:02		
Emp #: 140	Paul Johnson				TOTAL : REG	: 40:00		
					OT	: 21:31		

Time Card Detail

Date range: Aug 8, 2018 - Aug 14, 2018

Date	In	Terminal	Out	Terminal	Pay Code	Hours	Schedule	Total
Employee #: 140		Badge #: 140		Paul Johnson		Hours : 38:57		
Aug 8, 2018		Wed				Hours : 09:14		
	05:10 AM	Untill	02:54 PM	Untill			Unscheduled	
					REG	09:14		
Aug 8, 2018				TOTAL :		REG : 09:14		
Aug 9, 2018		Thu				Hours : 07:44		
	07:34 AM	Untill	03:48 PM*	.168.20			Unscheduled	
					REG	07:44		
Aug 9, 2018				TOTAL :		REG : 07:44		
Aug 10, 2018		Fri				Hours : 08:45		
	06:29 AM	Untill	03:44 PM	Untill			Unscheduled	
					REG	08:45		
Aug 10, 2018				TOTAL :		REG : 08:45		
Aug 11, 2018		Sat				Hours : 03:34		
	06:45 AM	Untill	10:19 AM	Untill			Unscheduled	
					REG	03:34		
Aug 11, 2018				TOTAL :		REG : 03:34		
Aug 14, 2018		Tue				Hours : 09:40		
	05:53 AM	Untill	04:03 PM	Untill			Unscheduled	
					REG	09:40		
Aug 14, 2018				TOTAL :		REG : 09:40		
Emp #: 140		Paul Johnson		TOTAL :		REG : 38:57		

Time Card Detail

Date range: Aug 15, 2018 - Aug 21, 2018

Date	In	Terminal	Out	Terminal	Pay Code	Hours	Schedule	Total
Employee #: 140	Badge #: 140				Paul Johnson		Hours : 53:16	
Aug 15, 2018	Wed						Hours : 08:27	
	07:01 AM	Untitl	03:58 PM	Untitl			Unscheduled	
					REG	08:27		
Aug 15, 2018					TOTAL : REG	: 08:27		
Aug 16, 2018	Thu						Hours : 10:12	
	06:08 AM	Untitl	04:50 PM	Untitl			Unscheduled	
					REG	10:12		
Aug 16, 2018					TOTAL : REG	: 10:12		
Aug 17, 2018	Fri						Hours : 09:34	
	06:26 AM	Untitl	04:30 PM	Untitl			Unscheduled	
					REG	09:34		
Aug 17, 2018					TOTAL : REG	: 09:34		
Aug 18, 2018	Sat						Hours : 06:09	
	06:14 AM	Untitl	12:23 PM	Untitl			Unscheduled	
					REG	06:09		
Aug 18, 2018					TOTAL : REG	: 06:09		
Aug 20, 2018	Mon						Hours : 10:37	
	06:06 AM	Untitl	05:13 PM	Untitl			Unscheduled	
					REG	05:38		
					OT	04:59		
Aug 20, 2018					TOTAL : REG	: 05:38		
					OT	: 04:59		
Aug 21, 2018	Tue						Hours : 08:17	
	06:53 AM	Untitl	03:40 PM	Untitl			Unscheduled	
					OT	08:17		
Aug 21, 2018					TOTAL : OT	: 08:17		
Emp #: 140	Paul Johnson				TOTAL : REG	: 40:00		
					OT	: 13:16		

Time Card Detail

Date range: Aug 22, 2018 - Aug 28, 2018

Date	In	Terminal	Out	Terminal	Pay Code	Hours	Schedule	Total
Employee #: 140	Badge #: 140				Paul Johnson		Hours : 37:28	
Aug 22, 2018	Wed						Hours : 10:06	
	05:51 AM	Untitl	04:27 PM	Untitl			Unscheduled	
					REG	10:06		
Aug 22, 2018					TOTAL : REG	: 10:06		
Aug 23, 2018	Thu						Hours : 09:05	
	05:55 AM	Untitl	03:30 PM	Untitl			Unscheduled	
					REG	09:05		
Aug 23, 2018					TOTAL : REG	: 09:05		
Aug 24, 2018	Fri						Hours : 08:59	
	05:32 AM	Untitl	03:01 PM	Untitl			Unscheduled	
					REG	08:59		
Aug 24, 2018					TOTAL : REG	: 08:59		
Aug 28, 2018	Tue						Hours : 09:18	
	06:29 AM	Untitl	04:17 PM	Untitl			Unscheduled	
					REG	09:18		
Aug 28, 2018					TOTAL : REG	: 09:18		
Emp #: 140	Paul Johnson				TOTAL : REG	: 37:28		

Time Card Detail

Date range: Aug 29, 2018 - Sep 4, 2018

Date	In	Terminal	Out	Terminal	Pay Code	Hours	Schedule	Total
Employee #: 140	Badge #: 140				Paul Johnson		Hours : 41:42	
Aug 29, 2018	Wed						Hours : 10:54	
	05:11 AM	Untill	04:35 PM	Untill			Unscheduled	
					REG	10:54		
Aug 29, 2018					TOTAL : REG	: 10:54		
Aug 30, 2018	Thu						Hours : 09:41	
	05:20 AM	Untill	03:31 PM	Untill			Unscheduled	
					REG	09:41		
Aug 30, 2018					TOTAL : REG	: 09:41		
Aug 31, 2018	Fri						Hours : 12:04	
	05:36 AM	Untill	06:10 PM	Untill			Unscheduled	
					REG	12:04		
Aug 31, 2018					TOTAL : REG	: 12:04		
Sep 4, 2018	Tue						Hours : 09:03	
	06:42 AM	Untill	04:15 PM	Untill			Unscheduled	
					REG	07:21		
					OT	01:42		
Sep 4, 2018					TOTAL : REG	: 07:21		
					OT	: 01:42		
Emp #: 140	Paul Johnson				TOTAL : REG	: 40:00		
					OT	: 01:42		

Time Card Detail

Date range: Sep 5, 2018 - Sep 11, 2018

Date	In	Terminal	Out	Terminal	Pay Code	Hours	Schedule	Total
Employee #: 140		Badge #: 140		Paul Johnson		Hours : 43:29		
Sep 6, 2018		Thu				Hours : 09:52		
	05:17 AM	Untill	03:39 PM	Untill			Unscheduled	
					REG	09:52		
Sep 6, 2018		TOTAL :		REG		: 09:52		
Sep 7, 2018		Fri				Hours : 10:21		
	05:13 AM	Untill	04:04 PM	Untill			Unscheduled	
					REG	10:21		
Sep 7, 2018		TOTAL :		REG		: 10:21		
Sep 8, 2018		Sat				Hours : 06:32		
	06:29 AM	Untill	01:31 PM	Untill			Unscheduled	
					REG	06:32		
Sep 8, 2018		TOTAL :		REG		: 06:32		
Sep 10, 2018		Mon				Hours : 09:18		
	05:47 AM	Untill	03:35 PM	Untill			Unscheduled	
					REG	09:18		
Sep 10, 2018		TOTAL :		REG		: 09:18		
Sep 11, 2018		Tue				Hours : 07:26		
	05:34 AM	Untill	01:30 PM	Untill			Unscheduled	
					REG	03:57		
					OT	03:29		
Sep 11, 2018		TOTAL :		REG		: 03:57		
				OT		: 03:29		
Emp #: 140		Paul Johnson		TOTAL :		REG : 40:00		
						OT : 03:29		

Time Card Detail

Date range: Sep 12, 2018 - Sep 18, 2018

Date	In	Terminal	Out	Terminal	Pay Code	Hours	Schedule	Total
Employee #: 140	Badge #: 140				Paul Johnson		Hours : 36:49	
Sep 15, 2018	Sat						Hours : 10:52	
	05:58 AM	Untitl	05:20 PM	Untitl			Unscheduled	
					REG	10:52		
Sep 15, 2018					TOTAL : REG	: 10:52		
Sep 17, 2018	Mon						Hours : 12:17	
	05:04 AM	Untitl	05:51 PM	Untitl			Unscheduled	
					REG	12:17		
Sep 17, 2018					TOTAL : REG	: 12:17		
Sep 18, 2018	Tue						Hours : 13:40	
	04:44 AM	Untitl	06:54 PM	Untitl			Unscheduled	
					REG	13:40		
Sep 18, 2018					TOTAL : REG	: 13:40		
Emp #: 140	Paul Johnson				TOTAL : REG	: 36:49		

Time Card Detail

Date range: Sep 19, 2018 - Sep 25, 2018

Date	In	Terminal	Out	Terminal	Pay Code	Hours	Schedule	Total
Employee #: 140	Badge #: 140				Paul Johnson		Hours : 33:07	
Sep 19, 2018	Wed						Hours : 12:04	
	06:55 AM	Untitl	07:29 PM	Untitl			Unscheduled	
					REG	12:04		
Sep 19, 2018					TOTAL : REG	: 12:04		
Sep 20, 2018	Thu						Hours : 14:28	
	04:09 AM	Untitl	07:07 PM	Untitl			Unscheduled	
					REG	14:28		
Sep 20, 2018					TOTAL : REG	: 14:28		
Sep 21, 2018	Fri						Hours : 06:35	
	04:37 AM	Untitl	11:12 AM	Untitl			Unscheduled	
					REG	06:35		
Sep 21, 2018					TOTAL : REG	: 06:35		
Emp #: 140	Paul Johnson				TOTAL : REG	: 33:07		

Exhibit 2

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Roll-Off Driver Policy

- Driver must report the contents of all loads to/ from the landfill to dispatch at all times. No exceptions.
- Driver will arrive on time at 6am to start shift unless otherwise instructed by supervisor or standing manager.
- Lunch hours are between 11am-1pm Mon- Fri. Driver may stop between these hours for a lunch break. Any other breaks must be reported to and approved by supervisor or standing manager.
- Driver must fill out and turn in all necessary documents to the admin office at the end of each work day.
- Driver is not to abandon route, park truck/ equipment or assume the work day is over without prior consent from the supervisor.
- If your vehicle has any mechanical issues you must remain by your vehicle, do not go to other departments to talk to employees completing their work.
- Driver must do a pre-trip and post-trip on the vehicle he is operating. This must be done every day on duty.
- Driver Vehicle Inspection Reports are to be turned in to mechanics on duty if the assigned vehicle has any issues.
- You must read your tickets daily for signatures needed and special instructions, if you do not understand the notes call dispatch for clarification.
- Driver will not smoke in the assigned vehicle. Smoking is not permitted in any NWI at any time.

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- Any issues or additional wait times at any stops must be reported to dispatch immediately.
- Driver must notify supervisor 24 hours ahead if he needs to take personal time off. Notification must be made by phone call or in person. A text message will not be sufficient and will be considered a no call no show. Office staff is not considered supervisor.

I understand the policies stated above and any violations of any type may result in write ups or immediate termination. I have read this notice and understand it.

Driver Name [Signature]
Signature [Signature]
Date 6-29-18

Supervisor Name Javier Maldonado
Signature [Signature]
Date 6-29-18

Exhibit 3

Angie Callejas

From: Sandra Bueno <sandrab@eosg.com>
Sent: Tuesday, August 21, 2018 4:48 PM
To: Brenda Ortega
Cc: Javier Maldonado
Subject: RE: Short Paid Employee- Paul Johnson

Brenda,

His net will be \$130.54.

Thank you,

Sandra Bueno

Payroll Specialist
Employers One Source Group, Inc.
Office: 281-492-9292
Fax: 281-395-5592



Employers One Source Group

✓Consider HR Done™

1260 Pin Oak Rd., Suite 102, Katy, TX 77494
Phone (281) 492-9292, Fax (281) 395-5592

THIS MESSAGE AND ANY ATTACHED DOCUMENTS, CONTAIN INFORMATION FROM EMPLOYERS ONE SOURCE GROUP THAT MAY BE CONFIDENTIAL AND/OR PRIVILEGED. IF YOU ARE NOT THE INTENDED RECIPIENT, YOU MAY NOT READ, COPY, DISTRIBUTE, OR USE THIS INFORMATION. IF YOU HAVE RECEIVED THIS TRANSMISSION IN ERROR, PLEASE NOTIFY THE SENDER IMMEDIATELY BY REPLY E-MAIL AND THEN DELETE THIS MESSAGE.

From: Brenda Garza [mailto:info@nationwaste.us]
Sent: Tuesday, August 21, 2018 3:42 PM
To: 'Sandra Bueno' <sandrab@eosg.com>
Cc: 'Javier Maldonado' <javierm@nationwaste.us>
Subject: Short Paid Employee- Paul Johnson

Good Afternoon Sandra,

Our employee, Paul Johnson, was shorted 7.44 regular hours on his check. We will be cutting a house check for this, can you advise how much the net amount would be after taxes?

Please advise,

Warmest Regards,

Angie Callejas

From: Sandra Bueno <sandrab@eosg.com>
Sent: Tuesday, December 11, 2018 1:01 PM
To: 'Angie Callejas'
Subject: FW: Net Amount Request
Attachments: Brenda Garza.vcf

From: Brenda Garza <info@nationwaste.us>
Sent: Friday, June 15, 2018 2:48 PM
To: 'Sandra Bueno' <sandrab@eosg.com>
Cc: 'Javier Maldonado' <javierm@nationwaste.us>
Subject: Net Amount Request

Good Afternoon Sandra,

I am in need of obtaining the net amount for an employee, Paul Johnson for 11 Hours Regular Time.

Thank you,

Warmest Regards,



Virus-free. www.avast.com

Angie Callejas

From: Sandra Bueno <sandrab@eosg.com>
Sent: Tuesday, December 11, 2018 1:01 PM
To: 'Angie Callejas'
Subject: FW: Net Amount- Paul Johnson
Attachments: Brenda Garza.vcf

From: Brenda Garza <info@nationwaste.us>
Sent: Friday, June 29, 2018 5:11 PM
To: 'Sandra Bueno' <sandrab@eosg.com>
Cc: javierm@nationwaste.us
Subject: Net Amount- Paul Johnson

Good Afternoon Sandra,

Per our phone conversation we will be cutting a house check for Paul Johnson for Reg Hours: 39.35, amount: \$632.09.

If you have any questions please let me know,

Thank you,

Warmest Regards,



Virus-free. www.avast.com

Exhibit 4

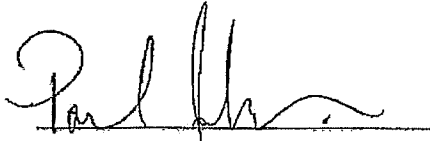
12006 Proctor Street Houston, Texas 77038 | PO Box 91017 Houston, Texas 77291-1017



08/21/2018

RE: Time Management

This letter is to inform you to please ensure you securely clock in & out every day. Per DOT Regulations and company policy all employees must have a record of attendance on file. If you need to re-scan your fingerprint to ensure it marks correctly, please notify the office staff so they may set up the proper arrangements to do so. Non-compliance may result in unreported and unpaid hours. I understand and comply with this information.


Signature

Thank you,

Nation Waste Inc.
12006 Proctor St.
Houston, Tx 77038
713-649-7776